

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Bureau of Land Management:BLM (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	46	55	47	85	48	14
Number of Complainants	45	54	46	75	45	12
Repeat Filers	1	1	1	9	3	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	8	14	14	22	10	5
Color	5	2	6	7	5	2
Religion	0	2	3	6	3	0
Reprisal	19	26	24	35	23	5
Sex	12	25	22	34	23	8

PDA	0	0	0	0	0	0
National Origin	3	9	7	17	6	2
Equal Pay Act	0	0	0	0	1	0
Age	17	14	16	27	23	6
Disability	19	23	20	36	12	5
Genetics	0	0	0	2	0	0
Non-EEO	3	0	2	4	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	8	8	3	10	7	2
Assignment of Duties	5	6	0	7	6	1
Awards	1	0	0	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	2	0	0	0	0
Reprimand	2	1	0	3	1	0
Suspension	1	2	3	5	2	3
Removal	0	0	0	4	2	0
Other	0	0	0	0	0	0
Duty Hours	1	1	1	1	0	1
Perf. Eval./ Appraisal	1	6	2	2	4	1
Examination/Test	0	0	0	2	0	0
Harassment						

Non-Sexual	17	23	26	36	30	8
Sexual	1	3	3	5	0	1
Medical Examination	1	0	1	0	0	0
Pay including overtime	2	1	1	1	3	0
Promotion/Non-Selection	7	3	6	8	4	1
Reassignment						
Denied	0	2	0	0	0	1
Directed	3	2	1	1	2	3
Reasonable Accommodation Disability	6	5	1	12	5	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	2	0	0	2	2	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	3	1	1	0	0
Termination	3	1	2	17	2	1
Terms/Conditions of Employment	5	5	7	6	6	3
Time and Attendance	1	1	1	1	1	0
Training	1	2	1	4	2	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	246.54	173.09	194.34	186.24	211.80	186.00
Average number of days in final action	45.93	41.25	69.43	75.62	37.97	22.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	272.90	166.39	199.30	201.26	231.16	183.62
Average number of days in final action	15.60	24.27	91.90	71.67	27.24	22.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	209.46	183.69	187.50	180.06	197.61	188.71
Average number of days in final action	62.78	57.33	44.88	94.06	51.50	0
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	5	7	2	11	5	0
Average days pending prior to dismissal	180.2	89.43	121.5	118.36	92.6	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	3	2	5	1	2

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[illegible]

[illegible]

[illegible]

[illegible]

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	34	30	39	37	52	82
Total Complainants	33	26	35	35	48	75
Number complaints pending						
Investigation	1	0	0	0	0	12
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	34	27	37	35	46	59
Final Agency Action	0	3	2	2	6	8
Appeal with EEOC Office of Federal Operations	11	24	12	8	14	11
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	3	0	0	1	0	0